

## Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

| ● Category D |            |            |                    | ● Category C |            |                    |            | ● Category B |                    |            |            |
|--------------|------------|------------|--------------------|--------------|------------|--------------------|------------|--------------|--------------------|------------|------------|
| Yrs. to Max. | Elem. Min. | Elem. Max. | R.C.S.S. Min. Max. | Elem. Min.   | Elem. Max. | R.C.S.S. Min. Max. | Elem. Min. | Elem. Max.   | R.C.S.S. Min. Max. | Elem. Min. | Elem. Max. |
| 4            |            |            |                    |              |            |                    |            |              |                    |            |            |
| 5            | 14,726     | 19,814     |                    |              |            |                    |            |              |                    |            |            |
| 6            | 15,384     | 20,559     | 14,895 20,478      |              |            |                    |            |              |                    |            |            |
| 7            | 13,251     | 19,460     | 14,828 20,915      | 15,191       | 22,635     |                    |            |              |                    |            |            |
| 8            | 15,890     | 21,210     | 15,200 23,000      | 16,593       | 24,063     |                    |            | 15,649       | 24,817             |            |            |
| 9            |            |            |                    | 16,340       | 24,142     | 15,813 24,482      | 16,870     | 26,770       |                    |            |            |
| 10           |            | 14,640     | 21,228             |              |            | 16,839 24,367      | 18,112     | 27,870       | 16,837             | 27,279     |            |
| 11           |            |            |                    | 16,196       | 25,042     |                    | 17,169     | 27,414       | 17,574             | 28,356     |            |
| 12           |            |            |                    |              |            |                    | 17,355     | 28,456       | 17,360             | 28,336     |            |
| Average      | 15,057     | 20,315     | 14,878 20,987      | 16,200       | 24,013     | 15,825 24,431      | 17,347     | 27,383       | 17,141             | 27,755     |            |

| ● Category A1/Group 1 |            |            |                | ● Category A2/Group 2 |            |                |                    |
|-----------------------|------------|------------|----------------|-----------------------|------------|----------------|--------------------|
| Yrs. to Max.          | Elem. Min. | Elem. Max. | Sec. Min. Max. | Elem. Min.            | Elem. Max. | Sec. Min. Max. | R.C.S.S. Min. Max. |
| 9                     |            |            | 19,456 35,508  |                       |            | 20,508 33,770  |                    |
| 10                    | 19,640     | 32,438     | 19,131 32,212  | 18,871                | 30,330     | 20,302 34,520  | 19,854 33,048      |
| 11                    | 18,717     | 31,716     | 19,597 31,848  | 18,879                | 32,598     | 19,999 33,909  | 19,677 33,899      |
| 12                    | 18,942     | 32,464     | 18,942 32,464  | 18,596                | 31,959     | 18,913 33,489  | 19,432 34,233      |
| Average               | 18,967     | 31,959     | 19,317 32,187  | 18,782                | 31,629     | 19,778 33,906  | 20,159 34,012      |

| ● Category A3/Group 3 |            |            |                | ● Category A4/Group 4 |            |                |                    |
|-----------------------|------------|------------|----------------|-----------------------|------------|----------------|--------------------|
| Yrs. to Max.          | Elem. Min. | Elem. Max. | Sec. Min. Max. | Elem. Min.            | Elem. Max. | Sec. Min. Max. | R.C.S.S. Min. Max. |
| 9                     |            |            | 21,514 36,267  |                       |            | 22,434 38,000  |                    |
| 10                    | 22,120     | 38,152     | 21,892 38,295  | 20,779                | 35,822     | 23,363 41,007  | 22,505 38,610      |
| 11                    | 21,463     | 37,314     | 22,107 37,961  | 22,107 37,847         |            | 22,653 39,919  | 23,539 40,572      |
| 12                    | 21,949     | 38,181     | 21,843 37,977  | 21,142 37,735         |            | 22,840 40,740  | 22,264 39,922      |
| 13                    | 20,282     | 36,803     | 21,624 37,069  |                       |            | 21,081 38,480  | 22,750 39,000      |
| Average               | 21,483     | 37,588     | 21,892 37,806  | 21,276                | 37,335     | 22,514 40,043  | 22,922 40,226      |

\*Number of grids

NOTES:

- Salaries have not been weighted by the distribution of teachers on the grid.
- Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

## Method of Placement

TABLE 2 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECCO)

| QECCO Programme*   | Elem. No. X | R.C.S.S. No. X |
|--------------------|-------------|----------------|
| QECCO 2            | 2 16.7      | - 0.0          |
| QECCO 3            | 8 66.6      | 7 87.5         |
| Outlined in Agree. | 2 16.7      | 1 12.5         |
| Agreements         | 12 100.0    | 8 100.0        |

\*May be supplemented through modifications and/or exemptions or may be specific QECCO Programme

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSSTF)

| OSSSTF Cert. * | Sec. No. X |
|----------------|------------|
| OSSSTF 5       | 1 14.3     |
| OSSSTF 6       | 5 71.4     |
| Not Spec.      | 1 14.3     |
| Agreements     | 7 100.0    |

\*May be supplemented through modifications and/or exemptions

## Method of Salary Payment

TABLE 4 Method of Payment of Principals' Salaries

| Method of Payment                 | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|-----------------------------------|-------------|------------|----------------|
| Grid + Allow.                     | 6 50.0      | - 0.0      | 7 87.5         |
| Criteria:                         |             |            |                |
| No Diff.                          |             |            |                |
| Sch. Type/Size                    | 6           | -          | 4              |
| Sch. Type/Size and Exp.           | 1           | -          | 2              |
| Sch. Type/Size and Qual.          | -           | -          | 1              |
| Sch. Type/Size and Exp. and Qual. | -           | -          | -              |
| Other                             | -           | -          | -              |
| Sep. Grid                         | 5 41.7      | 7 100.0    | 1 12.5         |
| Criteria:                         |             |            |                |
| Tre. of Exp.                      | 1           | 5          | 2              |
| Exp. and Qual.                    | -           | -          | -              |
| Sch. Type/Size and Exp.           | 1           | 2          | -              |
| Sch. Type/Size and Exp. and Qual. | 3           | -          | -              |
| Other                             | -           | -          | -              |
| Tab. & Sep. Grids                 | 1 8.3       | - 0.0      | - 0.0          |
| Flat \$ Amt.                      | - 0.0       | - 0.0      | - 0.0          |
| Agreements                        | 12 100.0    | 7 100.0    | 8 100.0        |

## Allowances

TABLE 4 Cost-of-Living

| Cost-of-Living Provision | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|--------------------------|-------------|------------|----------------|
| Provision                | 7 58.3      | 5 71.4     | 2 25.0         |
| Allow. Only              | 4           | 3          | -              |
| Fold-in Only*            | -           | -          | 1              |
| Allow. and Fold-in*      | 3           | 2          | 1              |
| Provision not in Effect  | - 0.0       | - 0.0      | - 0.0          |
| No Provision             | 5 41.7      | 2 28.6     | 5 75.0         |
| Agreements               | 12 100.0    | 7 100.0    | 8 100.0        |

\*Adjustment to salary grid.

TABLE 5 Master's Degree

| Allowance (\$)  | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|-----------------|-------------|------------|----------------|
| Less than \$500 | - 0.0       | - 0.0      | - 0.0          |
| 500-549         | 1 8.3       | - 0.0      | 2 25.0         |
| 550-599         | - 0.0       | 1 14.2     | - 0.0          |
| 600-649         | 2 16.7      | - 0.0      | - 0.0          |
| 650-699         | 4 33.3      | 2 28.7     | - 0.0          |
| 700-749         | - 0.0       | 2 28.7     | - 0.0          |
| 750-799         | 2 16.7      | 1 14.2     | - 0.0          |
| 800 or more     | 1 8.3       | 1 14.2     | - 0.0          |
| No Allow.       | 2 16.7      | - 0.0      | 6 75.0         |
| Agreements      | 12 100.0    | 7 100.0    | 8 100.0        |

TABLE 7 Method of Payment of Vice-Principals' Salaries

| Method of Payment        | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|--------------------------|-------------|------------|----------------|
| Grid + Allow.            | 10 83.4     | - 0.0      | 8 100.0        |
| Criteria:                |             |            |                |
| No Diff.                 | 4           | -          | 1              |
| Tre. of Exp.             | 3           | -          | 1              |
| Sch. Type/Size           | 1           | -          | 3              |
| Sch. Type/Size and Exp.  | -           | -          | 1              |
| Sch. Type/Size and Qual. | -           | -          | 1              |
| Other                    | -           | -          | -              |
| Sep. Grid                | 1 8.3       | 7 100.0    | - 0.0          |
| Criteria:                |             |            |                |
| Tre. of Exp.             | -           | 7          | -              |
| Tre. of Exp. and Qual.   | 1           | -          | -              |
| Teacher and Sep. Grids   | - 0.0       | - 0.0      | - 0.0          |
| Flat \$ Amt.             | - 0.0       | - 0.0      | - 0.0          |
| Not Spec.                | 1 8.3       | - 0.0      | - 0.0          |
| Agreements               | 12 100.0    | 7 100.0    | 8 100.0        |

## Employee Benefit Plans

TABLE 8 Board Subsidization of Employee Benefit Plans

| Board Subsid. (X)  | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|--------------------|-------------|------------|----------------|
| a) ORTP            |             |            |                |
| 04                 | 1 8.3       | - 0.0      | - 0.0          |
| 75                 | - 0.0       | - 0.0      | 1 12.5         |
| 80                 | 4 33.3      | 1 14.3     | - 0.0          |
| 85                 | 2 16.7      | 1 14.3     | 2 25.0         |
| 90                 | 3 25.0      | 2 28.6     | - 0.0          |
| 95                 | - 0.0       | - 0.0      | 2 25.0         |
| 100                | 2 16.7      | 3 42.8     | 3 37.5         |
| b) Extended Health |             |            |                |
| 75                 | - 0.0       | - 0.0      | 2 25.0         |
| 80                 | 2 16.7      | - 0.0      | - 0.0          |
| 85                 | 2 16.7      | 1 14.3     | 1 12.5         |
| 90                 | 2 16.7      | 1 14.3     | - 0.0          |
| 95                 | - 0.0       | - 0.0      | 1 12.5         |
| 100                | 5 41.6      | 5 51.4     | 1 12.5         |
| No Plan            | 1 8.3       | - 0.0      | 3 37.5         |
| c) Dental          |             |            |                |
| 50                 | 1 8.3       | - 0.0      | 1 12.5         |
| 70                 | 1 8.3       | - 0.0      | - 0.0          |
| 75                 | 3 25.0      | 3 42.8     | 1 12.5         |
| 80                 | 2 16.7      | - 0.0      | - 0.0          |
| 85                 | - 0.0       | - 0.0      | 2 25.0         |
| 90                 | 1 8.3       | - 0.0      | 1 12.5         |
| 95                 | - 0.0       | - 0.0      | 1 12.5         |
| 100                | 4 33.4      | 4 57.2     | 2 25.0         |

d) Long-Term Disability

|         |        |        |        |
|---------|--------|--------|--------|
| 0*      | 7 58.3 | 5 71.4 | 4 50.0 |
| 75      | - 0.0  | - 0.0  | 1 12.5 |
| 85      | 1 8.3  | - 0.0  | - 0.0  |
| 95      | - 0.0  | - 0.0  | 1 12.5 |
| 100     | 2 16.7 | 1 14.3 | - 0.0  |
| No Plan | 2 16.7 | 1 14.3 | 2 25.0 |

e) Group Life Insurance

|       |        |        |        |
|-------|--------|--------|--------|
| 50-60 | - 0.0  | - 0.0  | 2 25.0 |
| 75    | - 0.0  | 1 14.3 | 1 12.5 |
| 80    | 1 8.3  | - 0.0  | - 0.0  |
| 85    | 2 16.7 | 1 14.3 | - 0.0  |
| 90    | 1 8.3  | 1 14.3 | - 0.0  |
| 95    | - 0.0  | - 0.0  | 1 12.5 |
| 100   | 8 66.7 | 4 57.1 | 4 50.0 |

f) Limitation on Employee Benefit Subsidy

|            |          |         |         |
|------------|----------|---------|---------|
| 8          | 66.7     | 5 71.4  | 4 50.0  |
| Agreements | 12 100.0 | 7 100.0 | 8 100.0 |

\*Plan exists; Board does not contribute towards payment of premium.

## Retirement Gratuity

TABLE 9 Retirement Gratuity

| Retirement Gratuity | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|---------------------|-------------|------------|----------------|
| Provision           | 12 100.0    | 6 85.7     | 7 87.5         |
| Payment Grid:       |             |            |                |
| Supervisory Only    | 7           | 6          | 4              |
| Bd. Discretion      | 3           | -          | 1              |
| Leaving Prof.       | -           | -          | 3              |
| Spec. Age           | 3           | -          | 2              |
| Health              | 3           | -          | 1              |
| Other               | 1           | -          | -              |
| Min. Serv. Req'd:   |             |            |                |
| One Year, Shape     | 3           | 1          | 2              |
| No Min.             | 3           | 1          | 2              |
| 5                   | 1           | -          | 2              |
| 15-20               | 1           | -          | 2              |
| Payable to Estate   | 6           | 6          | 5              |
| Death Benefit       | 2           | 1          | 2              |
| Phasing Out         | 1           | -          | -              |
| Other Limitation    | 3           | 1          | 1              |
| No Provision        | - 0.0       | 1 14.3     | 1 12.5         |
| Agreements          | 12 100.0    | 7 100.0    | 8 100.0        |

\*Not mutually exclusive

## Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)

| C.S.L.*        | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|----------------|-------------|------------|----------------|
| Provision      | 12 100.0    | 7 100.0    | 8 100.0        |
| Max. Days Abs: |             |            |                |
| Less than 300  | -           | -          | -              |
| 200-219        | 6           | 3          | 1              |
| 220-239        | 2           | 1          | 6              |
| 240-259        | 5           | 2          | -              |
| 260, 400       | -           | -          | 1              |
| No Max.        | 1           | -          | -              |
| Unltd          | -           | 1          | -              |
| No Accum.      | -           | -          | -              |
| No Provision   | - 0.0       | - 0.0      | - 0.0          |
| Agreements     | 12 100.0    | 7 100.0    | 8 100.0        |

\*For sick leave purposes.

TABLE 11 Extended Absence

| Extended Absence  | Elem. No. X | Sec. No. X | R.C.S.S. No. X |
|-------------------|-------------|------------|----------------|
| Provision         | 9 75.0      | 5 71.4     | 7 87.5         |
| Min. Serv. Req'd: |             |            |                |
| 3-4               | 3           | -          | -              |
| 5+                | -           | -          | 2              |
| Not Spec.         | 6           | 5          | 5              |
| No Provision      | 3 25.0      | 2 28.6     | 1 12.5         |
| Agreements        | 12 100.0    | 7 100.0    | 8 100.0        |



